

The Retirees' Newsletter

The Bi-Monthly Publication of the Retirees' Association (Faculty, Librarian, Administrator)

The University of Windsor, Windsor, Ontario, Canada N9B 3P4

Vol X, No. 4, October 2000

First Published in July 1991

Issue # 39

Editor : Datta Pillay

FALL GENERAL MEETING

Hoffman Auditorium, IONA COLLEGE Tuesday, October 24, 2000, at 2.30 p.m.

Meeting Agenda

1. Approval of Minutes
2. Remarks by Gerald Romsa - President, WUFA
3. Remarks by Jim Skinner - Human Resources
4. Remarks Ms Asae Cuthbert -Student Awards
5. Business arising from the minutes
6. Treasurer's Report - Phyllis Nolan
7. President's Report -Stan Cunningham
8. Committee Reports:
 - a) Pension and Benefits.
 - Contract Proposals
 - D7 Committee
 - Health Benefits
 - b) Bursary Fund
 - c) Role of Other University & WUFA Committees
9. Report of Nominating Committee - Election of Office Bearers
10. Other Business
11. Adjournment

President's Message

I am greatly encouraged that our membership, now more than 200, comprises just over 80% of retired faculty and librarians and certain others from administration. That degree of membership lends weight and moral suasion to our discussions with the Faculty Association and the University.

During the summer, a number of us were active in representing WURA on the Faculty Association Pension and Benefits, and Executive Committees, and in pushing for continuous meetings. Through these Committees, we have already channeled our demands to the 2000/2001 Contract Committee. These demands focus on the issues of minimum-guarantee (MG) parity, retirees' claims on Pension Plan surpluses, and the establishment of a supplementary fund as a necessary step to improve minimum-guarantee pensions. These proposals, you will recall, were adopted by your Executive and published in our last Newsletter (June).

The Joint University/Faculty Association (D7) Committee was inactive during the summer months, but meetings have just resumed (September 18). We are hopeful that through this Committee we will be able to recommend improvements to the Pension Plan, and to work these into the Contract proposals in time for negotiations.

At the WURA general meeting in October, we will bring forward a package of health-benefit proposals which, if adopted through mail-ballot vote, would result in modest premium *reductions*. Given the inevitability of increases in health-benefit premiums, we view this as a significant saving for most health-plan subscribers.

We've scheduled our fall general meeting for Tuesday, October 24. I encourage you to attend.

100 New Faculty hired this Year Attend The Annual New Faculty Welcome Party on September 13 at the University Quadrangle

Professor Emeritus Alistair MacLeod Elected Fellow of The Royal Society

Professor Emeritus Percy Brill Honored at a Symposium University of Western Ontario

What's Inside

Page 1 Annual Meeting, President's Message

Page 2,3,4 Campus News

Page 5 Membership News

Page 6 Health Plan

Page 7 Pension & Benefits

Page 8 Association News

Page 9 Members News

Page 10 Editorial

The Retirees' Newsletter

Vol X , No. 4, October 2000

Campus News

President's Garden Party

This year, the annual President's Garden Party was an opportunity to celebrate a milestone.

"It's like the '60s," President Ross Paul said. "We are making hiring decisions now that will shape this university for the next 20 years."

Those remarks stemmed from the fact that 100 new members of faculty were being introduced this year. "It will be a very long time before we will be able to hire 100 faculty in a year again," Academic Vice-President Neil Gold added.

The President's Garden Party is held annually in the Quad near Dillon Hall to welcome new faculty and staff. As in previous years, Vice-Presidents and Deans proudly introduced new faculty and staff in their areas who were invited to stand near the podium to be recognized. But because of the numbers, including 40 in the Faculty of Arts and Social Science, they were not able to announce each person's background. A listing of new faculty and staff was distributed. Copies are available from the office of the Academic Vice-President

Ambassador Bridge Duty Free Store Donates \$1.1 Million to the University of Windsor

Officials from the University of Windsor and the Ambassador Bridge Corporation announced a \$1.1 million donation to the university by the Ambassador Bridge Duty Free Store. The announcement was made at a gala lunch in the CAW Student Centre, Ambassador Auditorium, with more than 170 local business and civic leaders, alumni and other university supporters in attendance.

Upon receiving the cheque from Ambassador Bridge Chairman Manuel (Matty) Moroun, University of Windsor President Ross Paul said, "We are indeed blessed by the generosity of the Ambassador Bridge Corporation. We are truly grateful to have such a unique opportunity for partnership with our neighbor."

The \$1.1 million donation will be put toward the costs of constructing a new Multimedia Learning Centre and Dramatic Art Project. The project was recently awarded funding and approval under the Ontario government's SuperBuild program. Construction of the new facility is expected to start in early 2001.

New Campus Director of Police Appointed

The university has announced that **Robert Smith** is the **new Director of Campus Police Services**. He brings with him a vast experience in police and security management both in the public and private sectors, including a background in community police management both in Canada and abroad. He brings a solid background in police work both in military and civilian settings including investigations, as well as in community policing services and crime prevention programs.

University Celebrating \$1.79 Million From Canadian Foundation For Innovation

Three major research initiatives at the University of Windsor will receive funding support totalling nearly \$1.8 million from the Canadian Foundation for Innovation (CFI). Most of the funding will go to the purchase of specialized new research equipment and facilities upgrades, and some will allow the university to support research operations.

The largest project involves \$700,694 to develop a Biomolecular Characterizations and Dynamics Research Facility. Principal investigator for this project is Dr. Bulent Mutus, professor of biochemistry.

A second chemistry-related project provides \$593,325 for a team lead by principal investigator Dr. Doug Stephan, professor of chemistry. The third, with principal investigator Dr. Brian Fryer, professor of Earth Sciences, provides \$499,680 for a Geographic/Spatial Information Systems and Related Research Equipment.

Pare Named Acting President At Assumption University

The Board of Governors of Assumption University has announced with regret the resignation of its President Fr. Manuel Chircop. The Board regrets that Fr. Chircop will be unable to discharge his duties as President and wishes him well in his future endeavors. Fr. U. E. (Bud) Paré has been appointed Acting President.

Marty Komsa Joins University of Windsor Board of Governors

University of Windsor Board of Governors Chair Rev. Ulysse Paré and President Ross Paul are pleased to announce that Marty Komsa, President and Chief Executive Officer of the Windsor Family Credit Union, recently accepted an appointment to the University of Windsor Board of Governors. Mr. Komsa joined the board at its meeting in September.

"Mr. Komsa is well-known and admired in the Windsor community for his successful leadership in the fast-changing financial services business as well as his energetic involvement in community organizations," Dr. Paul said. "Mr. Komsa will be a valuable asset to the Board as the university moves forward with it's Best of Both Worlds strategic direction."

The Retirees' Newsletter

Vol X , No. 4, October 2000

Campus News

Biomolecular Centre To Be In Place as Early as Spring 2001

Steps are already under way to set up the largest of the three Canadian Foundation for Innovation projects approved for the University of Windsor last month. The \$700,694 project will develop a Biomolecular Characterizations and Dynamics Research Facility. Principal investigator, Biochemistry Professor Bulent Mutus, says some of the new equipment will take longer than others to acquire, but the centre should be in full operation by next spring. The centre involving biochemists, physicists and biologists will team up to apply new techniques to areas not investigated before.

For instance, Dr. Mutus, Physics Professor Roman Maev, Chemistry Professor Riccardo Aroca, and Biology Professor Barbara Zielinski will be investigating how nitric oxide enters and leaves living cells. They will be using fluorescence microscopy, infrared imaging and acoustic imaging.

The knowledge of these physiological processes may have applications in developing treatments for hypertension, heart disease, infertility and other medical concerns. In addition, Physics Professor William McConkey will conduct basic research in atom and molecule manipulation using laser cooling and trapping. This work may lead to processes that can be used to create new compounds for medical treatments. And vibrational imaging research by Dr. Aroca will employ Raman and infrared spectroscopy to develop procedures for the precise characterization of a chemical composition, domain structure, and chemical architecture of molecular materials.

New Director Named For School of Nursing

Dr. Sheila Dresen of the University of Prince Edward Island has been appointed Director of the School of Nursing. Dr. Dresen has held the position of Dean of the Faculty of Nursing at the University of Prince Edward Island since 1997. She has also held positions at the University of Manitoba and the University of Wisconsin.

"Dr. Dresen's extensive range of experiences in nursing education, administration and practice will be invaluable as our School faces the welcome challenges of increased enrolments, University-College collaborations and faculty recruitment," Interim Dean Caron says.

New Faculty Orientation

The Office of Faculty Recruitment and Retention hosted the New Faculty Orientation for the 100 new tenure-track, limited-term faculty and librarian appointments beginning August 29.. The orientation program was held for two days, August 29 and 30, in Ambassador Auditorium, CAW Student Centre, with the themes "Research and Teaching at the University" and "Meeting Faculty Needs on and off Campus." Professor Janice Drakich, of the Office of Faculty Recruitment and Retention, requested all new faculty member to register and attend the orientation.

Students and Faculty Gather At Welcoming Convocation, Barbecue

First-year University of Windsor students enjoyed a formal but friendly welcome to the academic community with the traditional pomp of Welcoming Convocation and opportunities to meet and speak with academic heads and faculty.

Groups of faculty and students walked together to the St. Denis Centre for a lively Welcoming Convocation. A Piper and Beadle lead the platform party including President Ross Paul. Following their formal acceptance into the academic community, the new students were invited to a barbecue on the south side lawn of the centre.

Windsor's Student Information System Recognized for Excellence

The University of Windsor's Frank L. Smith Student Information System won an Award of Excellence in the first annual Information and Information Technology Exhibition, Conference and Awards Celebration.

The award was presented during a gala dinner at the Metro Toronto Convention Centre where the Ontario government presented awards in four categories: Serving Ontario's Citizens Better; Working Together; Private / Public Partnerships; and Technology Innovation / Organizational Transformation. The award to the University of Windsor Frank L. Smith Student Information System was in the Serving Ontario's Citizens Better category. Just under 50 submissions were made for the awards from the Ontario public service and from the broader public service, which includes education, municipalities and the health care sector.

Information Technology Director Roger Lauzon and Systems Analyst David Wilbur, who headed the technical design team, accepted the award.

The Retirees' Newsletter

Vol X, No. 4, October 2000

Campus News

Appointments And Staff Changes Search on For The Following Positions

Dean, Faculty of Education

Director, Great Lakes Institute for Environmental Research

Dean of Science

New staff at the University of Windsor

Penny Kollar has been hired effective today as the Research Services Supervisor replacing Ron Kocela who retired.

Diane Awram was hired as the Secretary to the Associate Vice-President, Research, effective July 24.

Stacey Shuel has been hired effective August 8 as a Cashier in Finance.

Biljana Barisic has been hired effective August 8 as a Secretary in Modern and Classical Languages, Literatures and Cultures.

Staff Promotions at the University of Windsor

Mike Houston, assistant to the Dean of Business Administration, has been appointed Director of Student Recruitment.

Dawn Smith from Human Resources will be replacing Mike Houston in Business effective tomorrow, August 1.

Sue Boughner was promoted to Accounts Payable Supervisor in Finance, effective July 17.

The Grants & Contracts Officer position in Research Services is being changed from part-time to full-time. Madeline Mekis will continue in the position, now working full-time.

STUDENT DEVELOPMENT AND SUPPORT

Effective July 1, the Division of Student Affairs became the **Division for Student Development and Support**. Also, the Academic Advisory Centre in the division became the **Educational Development Centre**.

Brooke White, Director of Student Development and Support explained that staff within the Division and the Academic Advisory Centre believe that these name changes reflect more accurately the focus of the Division overall, and the support programming and activities that emanate from the former Academic Advisory Centre.

MPP Joe Spina Presents Award To Biology Professor Hugh MacIsaac

MPP Joe Spina (PC-Brampton Centre), who is a University of Windsor business grad, was on campus to present a certificate to Biology Professor Hugh MacIsaac commemorating Dr. MacIsaac's winning a 2000 Premier's Research Excellence Award. At the ceremony in the lobby of the London Life Environmental Research Centre, Dr. MacIsaac thanked the government for what he said is a most important award for supporting research and graduate studies in Ontario. He said many students will benefit from the funding which accompanies the award, and he predicted more young University of Windsor researchers will be line for the award in the foreseeable future. Mr. Spina toured some of the laboratories of the Great Lakes Institute for Environmental Research located at the LLERC following the ceremony. A PREA banner was also presented to the University.

University and Daimler Chrysler Canada Announce \$500 Million Investment For Automotive Research and Development Partnership

Prime Minister Jean Chretien, in Windsor recently for the announcement, called it "exactly what is needed in Canada." He said he is "very excited about how the University of Windsor and DaimlerChrysler Canada are working together."

The announcement unveiled the single largest investment in automotive research and development in Canadian history.

Daimler Chrysler will invest \$500 million over five years in the University of Windsor / DaimlerChrysler Canada Automotive Research and Development Centre. The investment will double the number of researchers working at the centre and significantly increase educational opportunities for Windsor students. Specifically, the investment will provide an expansion of the centre's road simulation laboratory, establish an automotive coatings research facility, and fund a large laboratory for testing headlights. The 132-acre stretch of airport property adjacent to the centre and being turned over by the city of Windsor will be the site of an automotive safety research area complete with barrier impact facility.

President Ross Paul said the announcement was a celebration of the plans and accomplishments of former University of Windsor President Ron Ianni and Chrysler Canada President Yves Landry who created the partnership in 1995.

"The University of Windsor has made a commitment to becoming Canada's leading automotive university."

The Retirees' Newsletter

Vol X , No. 4, October 2000

Membership News

Dr. Percy Brill Professor Emeritus Business Administration Queueing Theorists Honour Percy Brill at Conference

Recently, the conference CANQUEUE 2000 at the University of Western Ontario brought together queueing theorists from Canada and Michigan. The conference was dedicated to Dr. Brill on the occasion of his retirement and in recognition of his major contributions to queueing theory, especially as its originator.

Dr. Brill gave the keynote address at the conference banquet, "A History of the Level Crossing Method."

Dr. Krishan Duggal Professor Emeritus Mathematics and Statistics

presented three invited lectures during July 11 - 24, 2000, in Italy:

(a) In Catania, Sicily Dr. Duggal attended the **Third World Congress of Nonlinear Analysis (wcna-2000)**, **July 18-24, 2000** and gave an invited lecture on "**Warped product of lightlike manifolds**". This paper will be published in the proceedings of wcna-2000.

(b) From July 11-17, Dr Duggal visited **the University of Bari, Italy** and delivered two popular lectures [attended by a large number of faculty and students of Mathematics and Physics] on "communication, Mathematics and Universe."

Dr. Peter Hudec Professor Emeritus Earth Sciences

On a recent trip to Slovakia, Professor Peter Hudec was presented with a **gold medal** by the **Dionyz Stur Slovak Geological Survey** on the occasion of their 60th anniversary, in recognition for his cooperation with the Survey and for advancing the cause of Slovak engineering geologists in Slovakia and Canada. Dr. Hudec was also presented with an **Honorary Membership in the Slovak Geologic Society**: "in recognition of his personal contribution to collaboration in geosciences between Windsor University and geological institutions in Slovakia, active support of Slovak engineering geologists, and personal activities in geological education during his visits in Slovakia".

8th World Salt Symposium, den Haag(Netherlands), May 2000

Dr. Peter Sonnenfeld, Professor Emeritus, Earth Sciences, presented a talk on " The evolution of marine evaporite deposition," published by Elsevier Sciences B.V., Amsterdam, Vol. 1, p.167-172.

Alistair MacLeod Named Fellow Of Royal Society of Canada

Celebrated author and professor of English and Creative Writing Alistair MacLeod will be installed this November as a Fellow of the Royal Society of Canada, the society has announced.

This year, the society has elected 61 new fellows from diverse backgrounds and disciplines who are deeply committed to excellence within their chosen field. Fellowship in the Royal Society of Canada is considered Canada's senior academic accolade to which scholars and scientists aspire. For 118 years, the society has been a force for the enrichment, interpretation and strengthening of Canada's intellectual heritage.

Dr. MacLeod has taught English at Windsor since 1968. His novel "No Great Mischievous" and his recently released collection of short stories, "Island" have topped Canadian best-sellers lists and received international acclaim. As a Fellow of the Royal Society of Canada, he joins his colleagues Gordon Drake and Bill McConkey in physics, and Byron Rourke in psychology.

Uni-com President Receives Provincial Award

Gabe Seguin, president of the Uni-Com Senior Resource Centre, has been awarded the 2000 Senior Achievement Award by Ontario Lieutenant Governor Hilary Weston.

The Uni-Com Senior Resource Centre is a group of senior citizens who, with the support of the University of Windsor, lend their talents to community projects and causes. These include advocating for seniors and providing mentors to encourage greater participation by seniors in community activities. The program also assists retired university staff to continue serving the community in volunteer roles.

A former director of the Essex County Board of Education, Mr. Seguin oversaw the establishment of a Centre for Learning in Retirement which has served 600 seniors over the past five years.

Other Uni-Com projects working for the community under Mr. Seguin's leadership have included the Alzheimer's Project (CARE), the Barbara Parry Cancer in Children project, A Life Worth Living (Traumatic Sight Impairment), World Federalism and a Distinguished Speakers Series.

The award was presented in Toronto late last month.

Late Professor Stewart Moore School of Social Work

Formerly Professor in Social Work and **recipient of the 1992 OCUFA Teaching Award**, who died November 27, 1997, is having his selected short stories, **The Slow Tide of Nightfall**, **published posthumously**. The book launch will be held at the IONA College Auditorium, 208 Sunset, Windsor, on Friday, October 13, 2000, at 7.00 p.m., with his wife Helen Moore reading. All are invited.

The Retirees' Newsletter

Vol X , No. 4, October 2000

Association News

Progress Report on Health Benefits

1. Members have noted that in just two years (1999 & 2000) the monthly costs have increased by 28% in 1999 and another 10% in 2000 for a total of 38%. It is predicted that these monthly costs may escalate at the rate of 10% each year in future. Hence, the Committee is looking at various options. Although, we have 249 faculty, librarian and administrator retirees, only 126 members have subscribed to the Green Shield plan (16 members for option one with full drug coverage and 120 members in option three without drug coverage), which is about 50 % of the eligible members. It is possible, the rest are either covered through their spouses plans or perhaps have some other coverage.

2. The Committee, has seriously looked at the **Retired Teachers of Ontario and OSSTF health plans**. It should be pointed out that **members of WURA are eligible to join either one of the these two groups for significant savings in monthly premium rates**. However, the coverage

under both these plans is not as luxurious as it is in the University plan administered by Green Shield.

3. WURA members and non-members were urged to review the above three plans carefully and complete a survey, to provide some guidance to the Pension and Health Benefits Committee to proceed in a fashion, that can achieve a substantial saving in monthly premium rates. Further, it would be in our interest if more members could participate in some health plan.

4. So far over 70 responses were received. Without exception, every one has preferred to stay with Green Shield and not join either RTO or OSSTF. In fact they have suggested a co-pay of \$ 1 to 5 and deductibles of \$ 100, 200 or even 300 to effectively reduce Green Shield costs.

5. An email was sent to Ms Diane Russett, requesting a meeting with her, to explore further reductions in Green Shield rates. She was asked to comment on the following.

(a) Why could we not have a rate for couples, which is twice the single rate, instead of the family rate, which is more than double the single rate, especially when retirees no longer have dependents to support.

(b) If we institute a \$ 1,200 maximum on the drugs per year, in addition to Ontario Drug Benefit (ODB), what reduction in rate can we expect.

(c) What would be the savings if we have a \$ 100 , \$ 200 or \$300 deductible in semi-private and/or in Extended Health.

(d) What would be reduction in rate if the Co-pay is \$2 , \$3 or \$5.

**University of Windsor Faculty Retirees Benefits Plan Green Shield
Suggestions as of August, 2000**

**Plan Design Change Drugs Current Rate Single: \$ 103.13+8% tax Current rate family:
\$ 243.12+8% tax**

Change In rate

\$2.00 CoPay Decrease \$2.27 Single Decrease \$5.35 Family

CoPay=Disp Fee Decrease \$20.63 Single Decrease \$48.62 Family

\$100 deductible/yr +\$1.00 Copay Decrease \$12.38 Single Decrease \$29.17 Family

Mandatory Product Decrease \$ 2.06 Single Decrease \$ 4.86 Family

Remove coverage for Drugs over the Counter Decrease \$ 6.19 Single Decrease \$14.59 Family

\$1200 Annual Max on Drug Plan Decrease \$15.47 Single Decrease \$36.47 Family

EHS Plan Design Change

Current Rate Single: \$ 17.34+8% Current Rate Family: \$ 48.55+8%

Introduce 10% CoPay Decrease \$ 1.91 Single Decrease \$ 5.34 Family

Change Max on Private Room to \$ 1000/year Decrease \$ 0.87 Single Decrease \$ 2.43
Family

\$ 100 Deductible Decrease \$ 1.73 Single Decrease \$ 4.86 Family

Semi-Private Plan Design

Current Rate Single: \$ 8.92+8% Current Rate Family: \$ 22.83+8%

Introduce a \$150 per Day Maximum Decrease \$ 0.22 Single Decrease \$ 0.56 Family

Introduce a \$ 100 Deductible/year (SEMI&EHS) combined Decrease \$ 0.89 Single
Decrease \$ 2.23 Family

The Retirees' Newsletter

Vol X , No. 4, October 2000

Association News

August 16, 2000

From: WUFA Pension and Benefits Committee

To: Faculty Association Executive Committee

Subject: Recommendations to the Contract Committee on Pension and Benefits

The recommendations are in two parts. Part A - Active Faculty and Part B - Retirees

Part A - Active Faculty:

- Increase the pension benefits formula in stages; recommend moving from 1.45 to 1.55
- Examine the feasibility of negotiating a more cost-effective VER
- Reduce the early retirement costs by 0.25% per month for each year a member retires before the age of sixty-five
- Examine a more cost-effective usage of monies allocated for the pension holiday, ie., a gradual reduction and savings going to other pension improvements
- Look at the feasibility of increasing general contributions to MPC from general revenues
- Progressively move towards a three-year average for calculating pension benefits

Part B - Retirees - Priority One:

(a) • It is recommended, that all retirees (MG and MP) at the University of Windsor, receive the same rate of increase from the pension investment funds. Further, WURA is committed to this principle, even if **such a policy results in a progressive phasing in.**

• **Immediate consideration is to be given to those retirees who have been seriously disadvantaged by a long-term MG status. Numbers and data should be provided by the administration to WUFA and redress be achieved in the next contract, 2001.**

• **The remaining surplus amount (approximately \$ 1,509,609) of the excess funding as at July 1, 1998 shall be used to establish a Contingency Reserve in the Minimum Guarantee Fund - as per agreement between Dr. W.C. Miller - WUFA and Ms Gwen Ebbett for the University dated October 14, 1999. This reserve should be used for addressing the concerns of MG retirees.**

(b)

• **Provide full coverage of health benefits for all retirees and equivalent (canadian dollar value) for those who reside out of country.**

(c)

Effectively with the next two contracts (2001 and 2004) the pension holiday concept should be phased out.

Priority Two:

(d) • **To improve the indexation of pension, increase MG formula to 1.4 or 1.5 retroactively (possibly from the escrow surplus agreement). Alternatively, this could be done in one of two ways 1. Increase 0.5% for those retirees, who retired at 1.25%, 1.3%, 1.35%. Or 2. Bring all retirees to 1.4% retroactively.**

NOTE: We need to seek the advice of an Actuary for the above.

Priority Three:
(e) • **Encourage a four-year moving average for determining the retirees' MPC pension. (To even out MPC yearly income)**

(f) • **Investigate setting up a reserve, to ensure that MPC pensions will not decline**

Appendix: Information Questions:

a) **What are the "legal constraints" and the "Plan reconfiguration" entailed by a new system of parity rates?**

b) **Investigate the establishment of a supplemental fund (external to the pension plan), to distribute a percentage of future pension surplus to retirees.**

c) **What are the implications and the feasibility of creating an independent Board (Committee) with appropriate representation that is external to the contract. One such model is that of Queen's University. This would eliminate the various five or six committees that now officially exist.**

The Newsletter

The Retirees' Newsletter is put out by the Faculty, Librarian Administrator Retirees' Association of the University of Windsor, five times per year: -- in February, April, June, October and December. Its main purpose is to inform our retirees on matters of direct interest to them - such as their pensions, benefits, association activities, etc. and, equally, to provide a channel for retirees to keep in touch with each other and with outside groups, including the Faculty Association and the University.

The Newsletter welcomes from readers their comments, arguments, contributions and creative work.

Editor Datta Pillay

Send items for inclusion, to

Datta Pillay,

4015 Villa Borghese,

Windsor, ON. N9G 2K3.

Tel: (519) 972-1247 (519) 972-1247

Fax:(519) 972-9304

OR: Use his email address:

pillay@uwindsor.ca

The Retirees' Newsletter

Vol X , No. 4, October 2000

Association News

Letters to the Editor

June 16, 2000

Norman Shklov

St. Patrick's Dr.,

Windsor, ON, N9E 3G5

Dear Norm:

I write to thank you for your many contributions to the University of Windsor Retirees' Association. Most of all, I honor your energy and initiative in moving to establish the Association itself a decade ago. You saw that there was a need for a retirees' organization, and you chose to build one. Because of your original vision and commitment, we--your successors--are able to build upon a foundation that you and Bill Phillips and Ralph Cowan first set up.

I also appreciate your continued presence and assistance over the last two years as a member of the Executive. Our Committee profited from your wise commentary and suggestions.

On behalf of the Retirees' Association, I express our gratitude and our best wishes for your and Ann's health and happiness.

With appreciation,

Stan Cunningham,

President

Stan Cunningham, President, Retirees Association

University of Windsor, Windsor, Ontario - July 18, 2000

Dear Stan,

This is to acknowledge receipt of your letter of June 16th.

The letter contained many kind words and many words of praise.

I thank you very much for your expression of thanks for my efforts in helping to found the Retirees' Association

Your remarks were most kind and I appreciate them greatly.

Sincerely,

Norm Shklov

To Fellow Retiree Members From Bill Phillips.

I would like to offer a brief opinion on two of the core issues in our Pensions and Benefits. I retired in 1987, and my views may differ perhaps, from the views of more recent retirees. Persons currently on the active faculty could have different views still. I have looked at the Plans of some other Universities, in particular the Queen's plan, and have compared them with our Plan here at Windsor; and my opinion, for what it's worth, is as follows.

1) First, I am convinced that the basic "hybrid" structure of our Plan is a sound one. I have listened to all the arguments which seek to show that the Queen's Plan has significant advantages over ours (with particular reference to the minimum guarantee and the "parity" issue). Yet it is my strong conviction that, when full account is taken of the trade-offs which these putative advantages at Queen's carry with them, Windsor's Plan can still stand on its own very creditably. I feel that any attempt to tinker with its basic structure could be a big mistake.

2) Secondly, I believe that the most promising potential for improvement in our Retirement Plan lies in the EXTENDED HEALTH CARE area. I have the impression that other Universities (including Queen's, York, McMaster and Guelph) pay the full amount of these premiums, thereby extending over into retirement a close approximation of the health coverage that they have provided during the faculty member's working life. Some similar provision for our retirees is very much over-due.

These two issues, in my view, are the really CORE issues. Such, of course, is in no way to diminish the significance of other currently pressing matters, including future policy on disposition of pension surpluses.

With best regards,

Bill Phillips.

Editor's Note: Thank you Dr. Phillips for your comments.

From Professor Harry Morrow August 18, 2000

I have received the mailing regarding the pension discussion. My first impression was one of dismay. Some seem to think, we can forward changes but forget we signed a pension contract when we retired. Improvements to the plan for pensioners is only going to be realized by negotiation and exploring various options. In general, I concur with the position of Stan and the Committee.

I was bothered that faculty and the university had a contribution holiday and we did not receive a comparable benefit. The provisions of health benefits is an excellent idea. This can be done without charging the fund and could take place quickly, if there was agreement. My older son has taken early retirement from the Government of Ontario and his health benefits continue at no cost to him. This can be a significant item.

The Committee are to be commended on their work and net-working with the other parties involved. I hope they keep their present approach. In the long-run, it will probably give positive results. Being committed to one approach is dangerous.

Greetings to you and the Executive Committee.

Sincerely,

Harold Morrow

Editor's Note: Thank you Professor Morrow for your kind words.

The Retirees' Newsletter

Vol X , No. 4, October 2000

Members News

MEMBERSHIP FEES DUE

For October 2000 - September 2001

Please send your cheques - \$ 20

to the attention of the Treasurer, Retirees' Association

c/o University of Windsor Post Office

For Additional Information

Please Call the Secretary, Datta Pillay at 519-972-1247 519-972-1247

or send an email - pillay@uwindsor.ca

Our Retirees' Bursary Fund for Students surpasses \$50,000.00

In the Fall of 1994, your association set up the Bursary Fund and in just over six years, the fund has passed the \$ 50,000 mark, with the recent matching grant of \$ 4,500. Currently, the capital portion of the endowment is \$ 52,361.79.

Each year, in the Fall, the Association awards two or three Bursaries of \$ 1,000.00 each.

The Retirees Bursary Scholarship Fund Committee receives the applications through the Students Awards Office, evaluates and recommends to the Retirees Association Executive, the names of the students who qualify for the award. The Executive makes the final decision and communicates to the Director, Student Awards Office.

Thanksgiving Day Lunch

Bob Whitehurst had arranged a short trip to Novi MI on Thanksgiving day for those bereft of a Thanksgiving invitation--plus means and transport to get to the lunch at the Country Epicure restaurant at noon Monday.

Cleary Musical Entertainment

Bob Whitehurst states that On Oct. 27th, if we can get enough people to fill a table for 8 or ten at the Cleary for musical entertainment, dancing and dinner (30\$) each-- we will reserve one or more tables. Helen Lagaipa at 966-2350 will also take your money if it is inconvenient otherwise to get your tickets. Call Helen L or Bob W for details.

In Memoriam

With deep sadness we record the deaths of the following members of University of Windsor community in July and October 2000.

Helen Isabel Vuckovich passed away on October 1, 2000 at the Devonshire Seniors Residence. Beloved wife of late Dr. Milorad Vuckovich, Professor of History. Helen continued to be an Associate Member of the Retirees Association since its inception. Helen was a graduate of Queens University with a B.A. in 1948; B.S.W.(Honours) from U of T in 1952 and an M.A. in English from the U of W in 1977 . She was active in a number of organizations including the Canadian Federation of University Women, the Windsor Community Museum and a former of the of the Maycourt Club and the Col. Pearson Chapter of the I.O.D.E. She was a former Board member of the C.N.I.B and the Y.M.-Y.W.C.A.

Bob Humphrey 1999 Alumnus of The Year, Former University Governor dies of Cancer in Toronto - July 2000.

The president said: "The University has lost one of its finest alumni, a great friend of the Business School, an illustrious member of the notorious Class of '70, a long-time member of the Alumni Board, last year's Alumnus of the Year, the inspiration behind the tremendously successful Toronto Alumni Golf Tournament (that raised \$50,000 for the Alumni last month), an active and loyal member of our Board of Governors until his sudden bout with cancer forced him to resign a few months ago, and a good friend to so many of us. It is a tremendous understatement to say

that we will miss him dearly."

Bob was the CEO of Harry Rosen Inc. and had recently been overseeing the expansion of the Hugo Boss stores into the US.

Bob asked that, in lieu of flowers, donations be made to the Faculty of Business Administration at the University of Windsor.

The Retirees' Newsletter

Vol X , No. 4, October 2000

Editorial Page

The Association

The Retirees' Association (Faculty, Librarian, Administrator) at Windsor was formed in 1990, to give a unified voice to retirees; to provide a bridge for communication with the University; to encourage social contact among the retirees; and to open a few doors through which retirees could continue to contribute to the University of Windsor.

Thus the Association is meant to fill what could otherwise be a void in the lives of retirees - possible isolation from the University and from their former colleagues; and possible lack of understanding of vital pension and health issues that affect them directly.

There are only two meetings of the full membership per year: in the spring and the fall. An informal social committee arranges several other events per year - dinners, plays, picnics, and so on -all of which are paid for by those who take part. The Association encourages smaller special interest groups to form as occasion and their interests warrant. Because of extreme economy of operation, dues have been kept at the level of \$ 20 per year. This includes five issues of The Retirees' Newsletter .

Officers of the Association are:

President: Stan Cunningham

Secretary: Datta Pillay

Treasurer & Membership: Phyllis Nolan

Elected Members of the Executive

Committee: Robert Chandler, Joseph Habowsky,

Alan Metcalfe; Idalia Rappe

Ex Officio Member:

Immediate **Past President:** Kumar Chatterjee

Founding President: Norm Shklov

Committee Chairs:

Bursary Fund - TBA

Pension & Benefits: John Meyer

Social Committee: TBA

The Association's Address is:

Faculty/Librarian Retirees' Association - WURA

University of Windsor Post Office,

Windsor, ON. N9B 3P4

Email: pillay@uwindsor.ca

Home Page: <http://zeus.uwindsor.ca/newsstnd/uwflra/index.html>

Newsletter online: <http://zeus.uwindsor.ca/newsstnd/uwflra/news.htm>

Health Plan Survey

Over sixty percent of the members completed the Health Plan Survey that was conducted last June. Without exception, the majority preferred to stay with Green Shield Health Plan, but suggested that we negotiate a reduction in monthly premium rates. Your Association went back to the Green Shield with members' views and obtained some new figures which are published on page 6.

Current active faculty members/librarians pay absolutely no attention to their health benefits after retirement. In fact some of them are surprised to learn after retirement, that they are not covered. Now that we have a retiree representative on the Faculty Association Contract Committee, every effort should be made to demand this benefit for all retirees.

D7 Committee Activities

D7 is a University Retired Members Pension Committee to examine the adequacy of the retirement benefits provided by the University to former faculty members and Librarians who have retired under the University of Windsor Retirement Plan for Faculty and Certain Others. This Committee has 2 members each from the Faculty Association (WUFA) and the Retirees Association(WURA) plus University representatives and has met several times so far. Monthly meetings are scheduled and a report is expected in December 2000. This Committee is also examining the feasibility of the "PARITY PRINCIPLE". WUFA and WURA members on this committee are pleased with the spirit and cooperation extended by the university representatives in addressing the needs of all retirees.

Membership Fees

The Retirees Association is proud to acknowledge that its current roster exceeds 200 members, that is over 80% of the eligible membership. The Treasurer requests that members forward their cheques for \$ 20 for the year 2000-2001 (October to September) or bring it to the Annual Meeting on October 24th, 2000.

New WEB Page - Retirees Association

The Retirees Association has a new location for its home page . Click About the University on the UofW home page and then under the Faculty, click Retirees Association. The Retirees Association Newsletter and other information can also be found under News and Coming Events and then under Campus Media and also under Campus Services.
Datta Pillay